



Haryana Government Gazette

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PART—I

Notifications, Orders and Declarations by Haryana Government

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 15th June, 2015

No.I.R.-II-Exmp/NS(W)/Mgt/2015/77/22657.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Astra Business Services Pvt. Ltd., U & I, Business Services Pvt. Ltd., Plot No. 47, Sector-32, Gurgaon** from the operation of the

provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:—

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total no. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total no. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of *Vishaka & Others Vs. State of Rajasthan* *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management is maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls not are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not to leave the dropping point before the employees enters into her accommodation.
16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

C. R. RANA,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 15th June, 2015

No. I.R.-II-Exmp/NS(W)/Mgt/2015/79/22651.—In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Binary Semantics Ltd., 2nd Floor, Rolta Tower, 187, Udyog Vihar, Phase-I, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:—

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total no. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total no. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of *Vishaka & Others Vs. State of Rajasthan* *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management is maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls not are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not to leave the dropping point before the employees enters into her accommodation.
16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

C. R. RANA,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 15th June, 2015

No. I.R.-II-Exmp/NS(W)/Mgt/2015/75/22645.—In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Inspop, Com Limited Unit No. 2, 4th Floor, Tower B Building No. 6 gil it/its SEZ, Dundahera, Sector-21, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total no. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total no. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of *Vishaka & Others Vs. State of Rajasthan* *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management is maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls not are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not to leave the dropping point before the employees enters into her accommodation.
16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

C. R. RANA,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 15th June, 2015

No. I.R.-II-Exmp/NS(W)/Mgt/2015/78/22647.—In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Macquarie Global Services Pvt. Ltd., Level 1, DLF Building 9B, DLF, Phase-II, Cyber City, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total no. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total no. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of *Vishaka & Others Vs. State of Rajasthan* *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management is maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls not are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not to leave the dropping point before the employees enters into her accommodation.
16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

C.R. RANA,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT
LABOUR DEPARTMENT

Notification

The 15th June, 2015

No. I.R.-II-Exmp/NS(W)/Mgt/2015/73/22649.— In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Mercer Consulting (India) Pvt. Ltd., 6th Floor, Building 14 A, DLF Cyber City Developer Limited SEZ, Sector 24 & 25, DLF Cyber City, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:—

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total no. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total no. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of *Vishaka & Others Vs. State of Rajasthan* *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management is maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls not are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not to leave the dropping point before the employees enters into her accommodation.
16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

C. R. RANA,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT**LABOUR DEPARTMENT****Notification**

The 15th June, 2015

No. I.R.-II-Exmp/NS(W)/Mgt/2015/70/22655.—In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Omnidome Information Technologies (India) Pvt. Ltd., Plot No. 231, Udyog Vihar, Phase IV, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:—

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total no. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total no. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of *Vishaka & Others Vs. State of Rajasthan* *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management is maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls not are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not to leave the dropping point before the employees enters into her accommodation.
16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

C. R. RANA,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 15th June, 2015

No. I.R.-II-Exmp/NS(W)/Mgt/2015/74/22643.—In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Sapient Consulting Pvt. Ltd., GF 9th Floor, Tower B, Building 8, Unitech Infospace, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:-

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total no. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total no. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of *Vishaka & Others Vs. State of Rajasthan* *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management is maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls not are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not to leave the dropping point before the employees enters into her accommodation.
16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

C. R. RANA,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 15th June, 2015

No. I.R.-II-Exmp/NS(W)/Mgt/2015/76/22641.—In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Whirlpool Asia Pvt. Ltd., Whirlpool House, Plot No. 40, Sector-44, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:—

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total no. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total no. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of *Vishaka & Others Vs. State of Rajasthan* *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver, Phone/Contract No. of the Driver and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management is maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls not are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not to leave the dropping point before the employees enters into her accommodation.
16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

C.R. RANA,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 15th June, 2015

No. I.R.-II-Exmp/NS(W)/Mgt/2015/80/22653.—In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958 (Punjab Act 15 of 1958) read with rules framed under the said Act, and all the powers enabling him in this behalf the Governor of Haryana hereby exempts **M/s Wns Global Services Pvt. Ltd., Building Number-6, 8th & ; 9th Floor, DLF Cyber City SEZ, Sector-24 & ; 25 A, PH-III, Gurgaon** from the operation of the provisions of section **30** of the Punjab Shops and Commercial Establishments Act, 1958 for a period of **One year** from the date of publication of the notification in the Official Gazette subject to the following conditions:—

1. The Establishment must be registered/renewed through on-line under the Punjab Shops and Commercial Establishments Act, 1958 on the departmental web site (www.hrlabour.gov.in)
2. The total no. of hours of work of an employee in the establishment shall not exceed ten on any one day.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total no. of hours of overtime work shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hours.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of *Vishaka & Others Vs. State of Rajasthan* *vide* judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.
7. The Management shall execute the Security Contract with an appropriately licensed/registered Security Agency including the name of the cab provider/Transport contractor.
8. The Management will ensure that the women employees boarding on the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register/Digitally signed computerized record consisting the Date, Name of the Model & Manufacturer of the Vehicle, Vehicle Registration No., Name of the Driver, Address of the Driver Phone/Contract No. of the Driver, and Time of Pickup of the women employees from the establishment destination.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/ management.
11. The Management will also ensure that the driver is carrying the photo identity cards clearly bearing his Name and with proper address and dress.
12. The Management will ensure that the transport vehicle incharge / security incharge / management is maintained a movement register.
13. The Management will ensure that the vehicle is not black or tinted glasses.
14. The Management will ensure that the emergency calls not are displayed inside the vehicle. The Management will also ensure that the driver will not take any women employee first for work place and will not drop last at home/her accommodation.
15. The Management will ensure that the drivers will not to leave the dropping point before the employees enters into her accommodation.
16. The Management will ensure to an annual self defense workshop/training for women employees.
17. Among other conditions as may be specified in this regard by the Labour Department from time to time.

C. R. RANA,
Labour Commissioner, Haryana.

HARYANA GOVERNMENT

STATE ELECTION COMMISSION, HARYANA

Notification

The 22nd June, 2015

No. SEC/4E-II/2015/6263.—The Commission *vide* Notification No. SEC/4E-II/2015/5534 dated 18th May, 2015 has issued the notification for the preparation of voter lists of Panchayati Raj Institution in 17 districts (except Ambala, Karnal, Bhiwani and Gurgaon) where the work of wardbandi had been completed. Whereas, *vide* letter No. SEC/4E-II/2015/5588-91 dated 19th May, 2015, Deputy Commissioner-cum-District Election Officer (P), Ambala, Karnal, Bhiwani and Gurgaon were directed to start preparing draft voters list of Panchayati Raj Institutions by bifurcating the voters list of Vidhan Sabha into the wards of respective Panchayati Raj Institutions with the help of NIC and to keep ready the draft voters list wardwise.

2. The Addl. Chief Secretary to Government, Haryana, Development and Panchayat Department, Chandigarh *vide* its Memo No. ECA-1-2015/33512 dated 17.06.2015 has informed that the work of wardbandi in district Bhiwani and Karnal has been completed.

3. In view of above, the State Election Commission, Haryana in accordance with the provisions contained in Section 163, 164, 165 and 166 of the Haryana Panchayati Raj Act, 1994 read with Rules 8, 9, 9A, 10, 10A, 11 and 12 of the Haryana Panchayati Raj Election Rules, 1994 and powers conferred under Sub-Section (1) of Section 212 of the Haryana Panchayati Raj Act, 1994, hereby directs that the photo based voters list in respect of all wards of Gram Panchayats, Panchayat Samitis and Zila Parishads of district Bhiwani and Karnal shall be prepared for the 5th Panchayat General Election with qualifying date as on 01.01.2015.

4. The voters list of the Gram Panchayats, Panchayat Samitis and Zila Parishads of these districts shall be prepared with the help of NIC by taking a photo based data of the relevant part of Assembly Electoral Rolls finally published on 21.01.2015 alongwith all supplements carried out by the Election Commission of India. The voters list is to be prepared on the format attached at Annexure "A". The voters list shall be prepared in accordance with the procedure and schedule given hereunder: -

i.	The photo based draft voters list of Gram Panchayats, Panchayat Samitis and Zila Parishads of district Bhiwani and Karnal shall be prepared ward wise on the format attached as Annexure "A" with the help of NIC by taking a photo based data of the relevant part of Assembly Electoral Rolls finally published on 21.01.2015 alongwith all supplements carried out by the Election Commission of India and deleting the names of those persons who have died. (Rule-8).	23.06.2015 to 25.06.2015
ii.	Preliminary publication of voters list for inviting claims and objections (Rule 9).	26.06.2015
iii.	Last date for receipt of claims and objections.	06.07.2015 (up to 03.00 PM)
iv.	Last date for disposal of claims and objections by the District Electoral Officers (Panchayat). {Rule 10 (1)}.	09.07.2015
v.	Last date for filing an appeal before District Election Officer (P) against the decision of District Electoral Officer. {Rule 10 (2) }	14.07.2015
vi.	Last date by which the appeal shall be disposed off by the Revising Authority { Rule 10 (2) and (3) }	21.07.2015
vii	Final publication of voters list (Rule 10-A).	27.07.2015
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5. It is further directed that two copies of the database with photo images alongwith C.D of the electors of the relevant part of Assembly Electoral Rolls finally published on 21.01.2015 be obtained free of cost from concerned

Election Tehsildar / Election Naib Tehsildar concerned. The relevant data has also been provided to the NIC, therefore for any assistance you may approach to the District Informatics Officer concerned.

6. It is further directed that it should be ensured that all the names and images of voters entered in the Assembly Electoral Rolls finally published on 21.01.2015 are entered in the ward-wise draft voters list prepared as per sub-para (i) of para 2 above, after deleting the names of those voters, who have died, after due verification from Birth and Death Register maintained by authorities concerned.

7. It is further directed that while preparing the draft voters list, if it is found that the address of any elector is not available (zero address) in the Vidhan Sabha List, the District Electoral shall make physical verification in this respect and after verification if it is found fictitious/bogus, his/her name shall be deleted from the voters list.

8. It is further directed that while preparing the wardwise voters list, it should be ensured that the name of same person has not been included in the voters list for more than one ward (electoral division) of the Gram Panchayat, Panchayat Samiti and Zila Parishad. It should also be ensured that the name of same person has not been included in the voters list for any ward (electoral division) more than once.

9. It is further ordered that draft voters list shall be published as under:

- i) Three copies of the relevant portion of the voters list shall be made available to the concerned Gram Sachivs i.e. one for affixing on the notice board of Gram Panchayat Office, second for affixing at a conspicuous place of the villages to which it pertains and third will remain with him for the inspection by the public free of cost for inviting claims and objections.
- ii) Two copies of the relevant portion of voters list shall be made available to the concerned Tehsildar, i.e. one for affixing on the notice board of the Tehsil Office and second will be kept in his office for inspection by the public free of cost.
- iii) Two copies of the relevant portion of voters list shall be made available to the concerned Block Election Officer (Block Development & Panchayat Officer), i.e. one for affixing on the notice board of concerned Panchayat Samiti office and second will be kept in his office for inspection by the public free of cost.
- iv) One copy of the voters list shall be made available to Executive Officer of Zila Parishad which shall be kept in his office for inspection by the public free of cost.
- v) One copy of the voters list shall also be made available to the District Election Officer (P) for affixing on the notice board of his office.
- vi) One copy of the voters list shall also be made available to the concerned District Electoral Officer which shall be kept in his for the inspection by the public free of cost.

A notice with regard to the publication of the voters list as specified above shall be affixed at the offices of Gram Panchayats, Panchayat Samitis and Zila Parishads and also on the notice boards of the Tehsil Office and Block Election Office (BDPO) and notice board of the Deputy Commissioner-cum-District Election Officer (P) concerned and also at one or two conspicuous places within which village to which the list pertains.

10. The concerned District Election Officer (Panchayat) shall give the widest possible publicity to the above programme by munadi in villages, issue of press notes and other handouts and also by inserting paid advertisements in the two local newspapers and making publicity through electronic media, so that any person, who has attained the age of 18 years as on 01.01.2015 and is eligible to be registered as voter, may apply to the Specified Officer concerned for inclusion his name in the voters list. In case of munadi, necessary entry shall be made in the relevant revenue record (Rapat Rojnamcha Vakyati) and record of Gram Panchayat.

11. In order to facilitate the electors and the public to obtain information regarding voters list and to file claims and objections, the Deputy Commissioner-cum-District Election Officer (P) shall set-up suitable number of voters Registration Information and Collection Centres within the territorial limits of the Gram Panchayats, Panchayat Samitis and Zila Parishad. These centres will also make available the prescribed forms, on demand free of cost, for filing claims and objections and receive the same for the consideration and decision by the concerned District

Electoral Officer. The forms shall also be hosted on the website of the District Administration, so that these can be downloaded and used by any person for filing claim and objection. As and when any person files claim and objection, he shall be given a receipt in the prescribed format given in the form.

12. The concerned District Electoral Officer may, subject to any prescribed restrictions, employ such persons as he thinks fit for the preparation of wardwise voters list of Gram Panchayats, Panchayat Samiti and Zila Parishad.

13. The voters list, as prepared for draft publication, shall also be hosted on the official website of the concerned district for the information of the public and inviting claims and objections. The copy of the draft voters list alongwith CD (Compact Disc) may also be provided to all the recognised Political Parties in the State of Haryana.

14. The District Electoral Officer shall, after holding such summary enquiry into the claims and objections as he thinks fit, record his decision in writing within three days and shall make available on demand a copy of such decision to the objector free of charge forthwith.

15. Any person aggrieved by the orders of District Electoral Officer may within prescribed period file an appeal to the Deputy Commissioner-cum-District Election Officer (P) concerned within a prescribed period. The District Election Officer (P) shall within the specified time decide the appeal. The Decision of the District Election Officer (P) on any appeal shall be final.

16. The District Electoral Officer, as soon as he has disposed of all the claims and objections presented to him, shall forward a list of such claims and objections alongwith his orders thereon to the District Election Officer (P), who shall cause the voters list to be corrected, in accordance with the orders passed by the District Electoral Officer or by him in revision under sub-rule (2) of rule 10, as the case may be. The voters list so amended shall be final and two copies thereof duly signed by the District Electoral Officer and District Election Officer (P) shall be kept in their offices and shall be published in a manner prescribed under rule 9 together with list of additions and corrections prepared in accordance with the said orders.

17. After completion of every stage of the preparation of voters list process, the concerned District Election Officer (P) shall send information of the statistical data in the format attached as Annexure-“B” to the State Election Commission, Haryana, Panchkula.

18. It is further directed that a copy of voters list of Gram Panchayats, Panchayat Samitis and Zila Parishads on its final publication on 27.07.2015 shall be submitted to the State Election Commission, Haryana on the same date and two copies thereof alongwith CD (Compact Disc) shall be supplied free of cost to all the recognised Political Parties in the State of Haryana under intimation to the State Election Commission.

19. It is further directed that the final voters list of Gram Panchayats, Panchayat Samitis and Zila Parishads be hosted with search facility on the website of the District Administration and State Election Commission, Haryana.

Panchkula:
The 22nd June, 2015

RAJEEV SHARMA,
State Election Commissioner, Haryana.

Annexure-A

मुख्य पृष्ठ

2015 में प्रकाशित ग्राम पंचायत/पंचायत समिति/जिला परिषद मतदाता सूची सम्बन्धित विधान सभा क्षेत्र का नाम :-

जिले का नाम :	भाग संख्या : क्रमांक नं० _____ से _____ तक			
1. (क) ग्राम पंचायत का नाम व वार्ड संख्या : खण्ड का नाम : (ख) पंचायत समिति का नाम व वार्ड संख्या : (ग) जिला परिषद् व वार्ड संख्या :				
2 पुनरीक्षण का विवरण				
पुनरीक्षण का वर्ष :	नामावली पहचान :			
पुनरीक्षण की तिथि :	नये परिसीमित निर्वाचन क्षेत्रों के विस्तारानुसार सभी			
पुनरीक्षण का स्वरूप :	अनुपूरकों सहित एकीकृत व वर्ष _____ की पुनरीक्षित मूल			
प्रकाशन की तिथि :	निर्वाचक नामावली			
मतदाताओं की संख्या				
आरंभिक क्रम संख्या	अंतिम क्रम संख्या	पुरुष	महिला	कुल

कुल पृष्ठों का पृष्ठ: 1

वार्ड संख्या

(नाम)

पंचायती राज संस्था निर्वाचन नामावली, 2015

भाग संख्या —

1	*1/044 पहचान पत्र का क्रमांक SX1030964 नाम : लछमी देवी पति : सत्यावन मकान नं : 1 आयु : 24 लिंग : महिला	2	*2/044 पहचान पत्र का क्रमांक FX1808252 नाम : माई राम पिता : माम चन्द मकान नं : 4 आयु : 60 लिंग पुरुष	3	*03/044 पहचान पत्र का क्रमांक HR/03/14/0153003 नाम : लछमी पति : माई राम मकान नं : 4 आयु : 55 लिंग : महिला
4	*04/044 पहचान पत्र का क्रमांक HR/03/14/0153003 नाम : वीरभान पिता : ज्ञासु राम मकान नं : 4 आयु : 36 लिंग : पुरुष	5	*05/044 पहचान पत्र का क्रमांक HR/03/14/0153004 नाम : देवी पति : वीरभान मकान नं : 4 आयु : 34 लिंग : महिला	6	*06/044 पहचान पत्र का क्रमांक HR/03/14/0153003 नाम : मिहा सिंह पिता : ज्ञासु राम मकान नं : 4 आयु : 34 लिंग : पुरुष
7	*7/044 पहचान पत्र का क्रमांक HR/03/14/0153008 नाम : कर्मवीर पिता / पति : माई राम मकान नं : 4 आयु : 33 लिंग : पुरुष	8	*08/044 पहचान पत्र का क्रमांक FSX1808401 नाम : शीला पति : मिहा सिंह मकान नं : 4 आयु : 32 लिंग : महिला	9	*09/044 पहचान पत्र का क्रमांक FSX1644640 नाम : कमलेश पति : कर्मवीर मकान नं : 4 आयु : 24 लिंग : महिला
10	*10/044 पहचान पत्र का क्रमांक FSX1644582 नाम : सोनू पिता : वीरभान मकान नं : 4 आयु : 23 लिंग : पुरुष	11	*11/044 पहचान पत्र का क्रमांक FSX1644624 नाम : धर्मवीर पिता : माई राम मकान नं : 4 आयु : 23 लिंग : पुरुष	12	*12/044 पहचान पत्र का क्रमांक FSX1644640 नाम : राम पाल पिता : माई राम मकान नं : 4 आयु : 24 लिंग : पुरुष
13	*13/044 पहचान पत्र का क्रमांक FSX1807940 नाम : अंगूरी पिता : रति राम मकान नं : 5 आयु : 68 लिंग : महिला	14	*14/044 पहचान पत्र का क्रमांक HR/03/14/0153011 नाम : मांगे राम पिता : रति राम मकान नं : 5 आयु : 39 लिंग : पुरुष	15	*15/044 पहचान पत्र का क्रमांक HR/03/14/01153991 नाम : सुख देवी पति : मांगे राम मकान नं : 5 आयु : 33 लिंग : महिला
16	*16/044 पहचान पत्र का क्रमांक FSX1833052 नाम : जय कमार पिता : आशा राम मकान नं : 5 आयु : 65 लिंग : पुरुष	17	*17/044 पहचान पत्र का क्रमांक HR/03/14/0154135 नाम : कृष्णपाल पिता : जय कुमार मकान नं : 5 आयु : 29 लिंग : पुरुष	18	*18/044 पहचान पत्र का क्रमांक नाम : कृष्ण पाल पति : जे कुमार मकान नं : 5 आयु : 25 लिंग : पुरुष
19	*19/044 पहचान पत्र का क्रमांक नाम : सुख वैन पिता : जय कुमार मकान नं : 5 आयु : 24 लिंग : पुरुष	20	*20/044 पहचान पत्र का क्रमांक FSX1602085 नाम : सुमन देवी पिता : शुकाम्पाल मकान नं : 5 आयु : 25 लिंग : महिला	21	*21/044 पहचान पत्र का क्रमांक HR/03/14/0153012 नाम : साधु राम पति : राम चन्द मकान नं : 7 आयु : 51 लिंग : पुरुष
22	*22/044 पहचान पत्र का क्रमांक HR/03/14/0153013 नाम : शनि पिता : साधु राम मकान नं : 7 आयु : 45 लिंग : महिला	23	*23/044 पहचान पत्र का क्रमांक HR/03/14/0153014 नाम : राम जुवाहरी पिता : साधुराम मकान नं : 7 आयु : 35 लिंग : पुरुष	24	*124/044 पहचान पत्र का क्रमांक HR/03/14/01153992 नाम : कृष्ण कुमारी पति : राम जुवाहरी मकान नं : 8 आयु : 31 लिंग : महिला
25	*25/044 पहचान पत्र का क्रमांक HR/03/14/0253016 नाम : अंगूरी पिता : मामन सिंह मकान नं : 8 आयु : 71 लिंग : महिला	26	*26/044 पहचान पत्र का क्रमांक HR/03/14/0153018 नाम : मुरती देवी पिता : बलवान सिंह मकान नं : 8 आयु : 45 लिंग : महिला	27	*27/044 पहचान पत्र का क्रमांक FSX1808021 नाम : रमेश पति : मामन सिंह मकान नं : 8 आयु : 43 लिंग : पुरुष
28	*25/044 पहचान पत्र का क्रमांक HR/03/14/0253016 नाम : अंगूरी पिता : मामन सिंह मकान नं : 8 आयु : 71 लिंग : महिला	29	*26/044 पहचान पत्र का क्रमांक HR/03/14/0153018 नाम : मुरती देवी पिता : बलवान सिंह मकान नं : 8 आयु : 45 लिंग : महिला	30	*27/044 पहचान पत्र का क्रमांक FSX1808021 नाम : रमेश पति : मामन सिंह मकान नं : 8 आयु : 43 लिंग : पुरुष

* — 2015 को अंतिम प्रकाशित विधान सभा मतदाता सूची का क्र०/भाग नं०
आयु 01/01/2015 के अनुसार संशोधित

Annexure-“B”**Information regarding claim and objection**

Name and Ward No.			No. of claims received	No. of objections received	Detail of claim and objections				Detail of Appeals				
Gram Panchayat	Panchayat Samiti	Zila Parishad			Claims		Objections		Received	Accepted	Rejected		
					Accepted	Rejected	Accepted	Rejected					
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.		

Signature of Officer

HARYANA GOVERNMENT**WOMEN & CHILD DEVELOPMENT DEPARTMENT****Notification**

The 18th June, 2015

No. 517-SW(3) 2015.— In partial modification of Haryana Government, Women & Child Development Department Notification No. 144-SW(3)2013 dated 5th July, 2013, the Governor of Haryana is pleased to make the following amendments in the operational guidelines of the “Scheme for the Homes for Widows and Destitute Women” :-

Aims & Objectives

The main purpose of the scheme is to provide shelter to the young widows & destitute women

- to stay in the Home initially for 5 years ;
- extendable by another 3 years by the review committee;
- further extendable upto next 5 years in exceptional circumstances with the approval of the Committee under the Chairpersonship of the Director, Women & Child Development Department constituting as under:
 - (i) Additional Director, Women & Child Development Department.
 - (ii) Joint Director, Women & Child Development Department.
 - (iii) Concerned Officer.

In case of destitute women, mentally challenged and physically challenged or any other specific case, the period can be extended by the State Level Committee under the Chairpersonship of Hon'ble Women & Child Development Minister constituting representatives of:

- (a) Health Department,
- (b) Social Justice and Empowerment Department, and;
- (c) Women & Child Development Department.

Four Bengali women residing in Mahila Ashram, Karnal are to be provided shelter in the Home as long as they want because they opted for residential facilities instead of plots offered by the Government.

Chandigarh:
The 14th May, 2015.

Dr. AVTAR SINGH,
Principal Secretary to Government Haryana,
Women & Child Development Department.